

**Child Development Division Challenges for Change
Early Childhood and Afterschool Program Consultation, Quality Improvement &
Professional Development (Group #3)**

Wednesday, October 06, 2010

1:00 to 4:00 PM

Hunger Mt. Christian Assembly

Waterbury Center, Vermont

Attendees:

Betsy Rathbun-Gunn, Carol Barbierri, Marsha Farnyiarz, Renae Desauteles, Pam White, Holly Morehouse, Elizabeth Meyer, Cindy Daniels, Joyce Wheeler, Amethyst Peaslee, Michelle Trayah, Jody Marquis, Sue Ryan, Barbara Saunders, Ilana Snyder, Lou Ann Beninati, Eddie Gale, Reeva Murphy, Jan Walker, Terri Edgerton, Nancy Sugarman, Manuela Fonseca, Sonja Raymond, Cathy Siggins, Melissa Riegel-Garrett

Notes by:

Laurie Smith

Agenda:

Welcome (Reeva)

- Introduce purpose of meeting
- Review history of Challenges for Change, 3 strategic proposals and legislative mandate
- Explain process of decision-making and role of stakeholder group
- Share overview of mandate for this group

Introductions & Meeting Agreements (Heidi)

Mandate & Process

- Share goals – consistency in approach, equity in access
- Share key questions for this group
- Outline anticipated work = scenarios

Current Investments (Reeva)

Current Statewide Standards Based Systems (Jan)

Next Steps

Discussion:

Key Questions

- What are Vermont's current CDD investments in expanding and supporting a skilled and capable EC/AS workforce? Is it possible to assess other resources (beyond CDD) that are being leveraged?
- How do we align the delivery system with the standards-based frameworks currently in Northern Lights and STARS?
- How can we apply available CDD resources in a systemic way to support alignment of the PD delivery system? How can we avail ourselves of the opportunity access leverage other resources?
- The focus *is* on regulated care and on resources given through CDD.

- *Not* revisiting PPD or BBF
- *Not* changing the dollar or process pre- January 2012

Hand-Outs

- Challenges for Change Stakeholder Input Group III Charge
- Formal Grants Contracts Supporting Professional Development and Quality Improvement (Resources)
- Overview of Recommended Elements of a Professional Development System and Vermont's Principles
- Elements of a Professional Development System for Early Care and Education: A Simplified Framework
- The Vermont Career Ladder for Early Childhood Professionals
- Child Care Financial Assistance Program Child Care Provider Rate Schedule (January 3, 2010)
- Overview of Vermont's Quality Recognition and Improvement System (STARS)

Edits to resources hand-out (green)

- Add to item #5 (Professional Development Bonuses) regional and statewide collaborative grants
- Remove item #2 (Building Bright Futures Direct Service grants) from chart, and set aside at the bottom
- For item #2, clarify the percentage that is spent by each council on professional development

Additional investments / leveraged investment

- Educational requirement in licensing
- Dept. of Education / community, schools
- Head Start – State TA and money to individual programs / granting, and national centers for excellence
- Private business owners and individual practitioners' input into staff development
- VT Business Roundtable – how to run a business, local challenges
- Higher Education Collaborative (HEC)
- Early Childhood & Early Childhood Special Ed (Vt Dept of Ed and UVM to support ec and education folks to get an education license)
- Vt Dept of Ed afterschool program investments (21st Century)
- Foundation supports, early education focus, ie. CS Mott Assn.
- Vt Dept of Ed, child & adult food program education to providers
- Act 62 pre-k initiative provision to allow home-based programs to have a consulting teacher
- Early Education Initiative grants
- Corporate grants leveraged by having community-based services from the State of Vermont, i.e. IBM, banks
- Individual contributions for professional development (donations)
- Higher education institutions financial aid and career counseling
- Vt Student Assistance Corp (VSAC)
- Bright Futures Information System (BFIS) lists opportunities

- Council on the Humanities provides literacy training and resources
- Stern Center
- Vermont Very Special Arts (mentoring)
- Vermont Early Educators United
- Vt Dept of Labor workforce education and training funds
- United Way
- Parents
- Foundations for Early Learning (statewide training) from US Department of Education
- Global Commitment Medicaid

Current Statewide Standards Based Systems

Questions to consider related to group's mandate -

- Do we have a professional development *system*, or an ad hoc delivery system of professional development?
- Do we *want* a system? Yes – system approach is best, according to evidence.
- How do we align CDD investments and professional development delivery systemically?
– *this is the critical question to be considered by Group #3*
- What would it include? PPD, Northern Lights, etc., to have these conversations
- How would it be structured and delivered?

Goals (start of list) –

- Systematic alignment of resources (CDD resources) with the existing frameworks
- Equity in access to professional development, information, and resources
- Consistency in access
- Consistent quality professional development delivery
- Based on research of best practices
- Early childhood workforce has knowledge of the system
- Responsive to challenges and barriers to access
- Enables progress (i.e. apprenticeship to BA)

Next steps –

How do we align CDD investments and professional development delivery systemically? –
This is the critical question to be considered by Group #3

- Define “alignment” and “systematically”
- Identify areas that are not in alignment (gaps)
- Gather data on who is accessing the system?
- To Jan's packet, add the afterschool
- Review and amend draft goals
- Next meeting in 3 weeks